



0-5 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C1</i>	<i>MC1</i>	<i>M1</i>	<i>MA1</i>	<i>A1</i>
<b>Short-Term Fixed Income</b>					
Fixed Income Guaranteed Option	51.00%	43.00%	32.00%	26.00%	21.00%
<b>Fixed Income</b>					
Metropolitan West Total Return Bond M Fund	19.50%	17.50%	14.00%	12.00%	9.50%
JP Morgan High Yield R5 Fund	19.50%	17.50%	14.00%	12.00%	9.50%
<b>Large U.S. Value</b>					
T. Rowe Price Equity Income Fund	2.00%	6.00%	9.00%	12.00%	12.00%
<b>Large U.S. Blend</b>					
Vanguard 500 Index Signal Fund	4.00%	3.00%	5.00%	5.00%	5.00%
<b>Large U.S. Growth</b>					
LargeCap Growth I Inst Fund	0.00%	3.00%	6.00%	7.00%	8.00%
<b>Small or Mid U.S. Value</b>					
Artisan Mid Cap Value Fund	0.00%	1.00%	2.00%	2.50%	3.50%
Goldman Sachs Small Cap Value Inst Fund	0.00%	1.00%	2.00%	2.50%	3.50%
<b>Small or Mid U.S. Blend</b>					
Vanguard Small-Cap Index Inv Fund	1.00%	1.50%	2.00%	2.50%	4.00%
Vanguard Mid Cap Index Signal Fund	1.00%	1.50%	2.00%	2.50%	4.00%
<b>Small or Mid U.S. Growth</b>					
SmallCap Growth I Inst Fund	0.00%	0.00%	1.00%	1.00%	1.50%
MidCap Growth III Inst Fund	0.00%	0.00%	1.00%	1.00%	1.50%
<b>International Equity</b>					
Oppenheimer International Growth Y Fund	1.00%	2.50%	5.00%	7.00%	8.50%
Harbor International Adm Fund	1.00%	2.50%	5.00%	7.00%	8.50%
6-10 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C2</i>	<i>MC2</i>	<i>M2</i>	<i>MA2</i>	<i>A2</i>
<b>Short-Term Fixed Income</b>					
Fixed Income Guaranteed Option	48.00%	40.00%	28.00%	18.00%	12.00%
<b>Fixed Income</b>					
Metropolitan West Total Return Bond M Fund	18.50%	17.50%	13.50%	9.50%	7.50%
JP Morgan High Yield R5 Fund	18.50%	17.50%	13.50%	9.50%	7.50%
<b>Large U.S. Value</b>					
T. Rowe Price Equity Income Fund	4.00%	6.00%	11.00%	12.00%	16.00%
<b>Large U.S. Blend</b>					
Vanguard 500 Index Signal Fund	2.00%	3.00%	5.00%	5.00%	6.00%
<b>Large U.S. Growth</b>					
LargeCap Growth I Inst Fund	2.00%	3.00%	6.00%	8.00%	9.00%
<b>Small or Mid U.S. Value</b>					
Artisan Mid Cap Value Fund	0.00%	1.00%	2.00%	4.00%	5.00%
Goldman Sachs Small Cap Value Inst Fund	0.00%	1.00%	2.00%	4.00%	5.00%
<b>Small or Mid U.S. Blend</b>					
Vanguard Small-Cap Index Inv Fund	1.50%	1.00%	2.00%	3.50%	2.50%
Vanguard Mid Cap Index Signal Fund	1.50%	1.00%	2.00%	3.50%	2.50%
<b>Small or Mid U.S. Growth</b>					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.00%	2.00%	2.50%
MidCap Growth III Inst Fund	0.00%	1.00%	1.00%	2.00%	2.50%
<b>International Equity</b>					
Oppenheimer International Growth Y Fund	2.00%	3.50%	6.50%	9.50%	11.00%
Harbor International Adm Fund	2.00%	3.50%	6.50%	9.50%	11.00%

Note: RetireView asset allocation models are effective 05/15/2012. These allocations may change over time. Please see the RetireView Terms and Conditions section of this workbook for a full discussion of the RetireView service, including allocation changes. See the next page for additional models.

# RetireView® Populated Models

Contract/Plan ID Number 4-58099

11-15 Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C3</i>	<i>MC3</i>	<i>M3</i>	<i>MA3</i>	<i>A3</i>
<b>Short-Term Fixed Income</b>					
Fixed Income Guaranteed Option	46.00%	36.00%	25.00%	12.00%	5.00%
<b>Fixed Income</b>					
Metropolitan West Total Return Bond M Fund	18.00%	16.00%	11.50%	7.00%	4.50%
JP Morgan High Yield R5 Fund	18.00%	16.00%	11.50%	7.00%	4.50%
<b>Large U.S. Value</b>					
T. Rowe Price Equity Income Fund	4.00%	7.00%	12.00%	16.00%	18.00%
<b>Large U.S. Blend</b>					
Vanguard 500 Index Signal Fund	3.00%	4.00%	5.00%	6.00%	6.00%
<b>Large U.S. Growth</b>					
LargeCap Growth I Inst Fund	2.00%	4.00%	7.00%	10.00%	13.00%
<b>Small or Mid U.S. Value</b>					
Artisan Mid Cap Value Fund	1.00%	2.00%	2.50%	5.00%	5.50%
Goldman Sachs Small Cap Value Inst Fund	1.00%	2.00%	2.50%	5.00%	5.50%
<b>Small or Mid U.S. Blend</b>					
Vanguard Small-Cap Index Inv Fund	1.00%	1.00%	2.50%	2.50%	3.50%
Vanguard Mid Cap Index Signal Fund	1.00%	1.00%	2.50%	2.50%	3.50%
<b>Small or Mid U.S. Growth</b>					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.50%	2.50%	3.00%
MidCap Growth III Inst Fund	0.00%	1.00%	1.50%	2.50%	3.00%
<b>International Equity</b>					
Oppenheimer International Growth Y Fund	2.50%	4.50%	7.50%	11.00%	12.50%
Harbor International Adm Fund	2.50%	4.50%	7.50%	11.00%	12.50%
16+ Years to Retirement					
Investment Option	Conservative	Moderate Conservative	Moderate	Moderate Aggressive	Aggressive
<i>Asset Allocation Model</i>	<i>C4</i>	<i>MC4</i>	<i>M4</i>	<i>MA4</i>	<i>A4</i>
<b>Short-Term Fixed Income</b>					
Fixed Income Guaranteed Option	45.00%	32.00%	21.00%	9.00%	0.00%
<b>Fixed Income</b>					
Metropolitan West Total Return Bond M Fund	17.50%	14.00%	9.50%	5.50%	0.00%
JP Morgan High Yield R5 Fund	17.50%	14.00%	9.50%	5.50%	0.00%
<b>Large U.S. Value</b>					
T. Rowe Price Equity Income Fund	4.00%	9.00%	12.00%	15.00%	18.00%
<b>Large U.S. Blend</b>					
Vanguard 500 Index Signal Fund	4.00%	4.00%	5.00%	7.00%	8.00%
<b>Large U.S. Growth</b>					
LargeCap Growth I Inst Fund	2.00%	5.00%	8.00%	10.00%	13.00%
<b>Small or Mid U.S. Value</b>					
Artisan Mid Cap Value Fund	1.00%	2.50%	3.50%	5.00%	7.00%
Goldman Sachs Small Cap Value Inst Fund	1.00%	2.50%	3.50%	5.00%	7.00%
<b>Small or Mid U.S. Blend</b>					
Vanguard Small-Cap Index Inv Fund	1.50%	2.00%	3.50%	4.50%	4.50%
Vanguard Mid Cap Index Signal Fund	1.50%	2.00%	3.50%	4.50%	4.50%
<b>Small or Mid U.S. Growth</b>					
SmallCap Growth I Inst Fund	0.00%	1.00%	1.50%	2.50%	4.00%
MidCap Growth III Inst Fund	0.00%	1.00%	1.50%	2.50%	4.00%
<b>International Equity</b>					
Oppenheimer International Growth Y Fund	2.50%	5.50%	9.00%	12.00%	15.00%
Harbor International Adm Fund	2.50%	5.50%	9.00%	12.00%	15.00%

Note: RetireView asset allocation models are effective 05/15/2012. These allocations may change over time. Please see the RetireView Terms and Conditions section of this workbook for a full discussion of the RetireView service, including allocation changes.

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## RetireView® Terms and Conditions

### *Important Things to Understand*

RetireView is an educational service and is not investment advice. It may help a participant in a Plan (“you”) make investment decisions that affect the Account set up for your benefit under the Plan (“your Account”). The choices you make are your own, and you are solely responsible for them. Definitions of important terms used in this document are found in the Special Terms section, which follows.

When you elect the RetireView service, you will be agreeing to the following terms and conditions. Please read this document carefully. Further information and details on RetireView Asset Allocation Models created by Ibbotson Associates, RetireView, and the Investment Options the Fiduciary has chosen to populate the RetireView Asset Allocation Models are available on our secure website at [principal.com](http://principal.com).

An important part of the RetireView service is the Investor Profile Quiz (“Quiz”). The Quiz is available on our secure website at [principal.com](http://principal.com). This Quiz can help you understand your risk tolerance, and can be useful in helping you decide whether to direct all or part of the retirement funds in your Account in accordance with a RetireView Populated Model, or whether you would prefer to create your own allocation directions for all or part of your Account. RetireView was designed to work best for those who have taken the Quiz, but you do not have to take it.

**By choosing to use the RetireView service, you agree to the following terms and conditions, including the defined terms found below. Again, please read this carefully before you make any choice or elect to leave your current investment directions unchanged.**

For convenience, when this document refers to electing or using a Populated Model, it means either the actual election of a RetireView Populated Model, or the election of a risk tolerance and use of the applicable RetireView Populated Model in that risk tolerance.

When you elect to use the RetireView service, you direct that your Affected Account is to be allocated and rebalanced according to your elected RetireView Populated Model or risk tolerance. This includes Rebalancing and, if elected, automatic age adjustment (Aging). Rebalancing will be done quarterly unless you or a Fiduciary directs the Principal Financial Group® to rebalance on a different basis. Aging is a function of the number of years until your anticipated retirement date. You may elect to stop use of the Aging feature.

Your direction includes your acceptance of any changes made by a Fiduciary to the Investment Options used in the Populated Model being used to direct the allocation of your Affected Account at the time.

Ibbotson Associates, the developer of the RetireView asset allocation models, may update the models on a periodic basis. If you have elected to direct contributions according to a RetireView Populated Asset Allocation Model, at the time Ibbotson Associates updates the model allocations, you will be given the option to either elect the new models or continue using the populated models you originally elected. For more information on why the models periodically change and what that means to you, visit [principal.com/retireviewfaq](http://principal.com/retireviewfaq).

Remember, at any time, you may elect to have your Affected Account allocated according to any RetireView Populated Model currently available to you or to such other allocation as you direct.

An Investment Option in a Populated Model may close or become unavailable under the Plan. A Fiduciary may give The Principal® direction as to what Investment Option is to be used to replace the closed Investment Option in the Populated Model. This may include a Default Option as described below.

An Investment Option may change and may no longer fit the investment category in which the Investment Option was placed in a Populated Model. Your election to allocate your Affected Account according to a Populated Model will not be affected by such changes, including style drift, until you make an active election to allocate your Affected Account according to different investment directions.

**Please review the information regarding your Account often on our secure website at [principal.com](http://principal.com) to be sure that your Account is being allocated as you wish.**

You may choose to change your investment direction at any time and can allocate your Account among the Investment Options available under the Plan as you see fit. If your election means that no part of your Account will be allocated according to a Populated Model, Rebalancing will continue, but will only rebalance to the allocations that you elected and not to a Populated Model. No future changes to your allocation will be made, including aging or any changes to any Populated Model. You may elect to change your investment direction or elect to use a Populated Model currently available under the Plan generally at any time online on our secure website at [principal.com](http://principal.com).

You understand that making an election to have your Affected Account allocated and rebalanced according to a Populated Model may include the election to use the Aging feature. You may also elect to cease using this aging feature online on our secure website at [principal.com](http://principal.com). If you make such an election, your Affected Account will continue to rebalance according to the Populated Model you originally elected.

## Special Terms

**Account** - This is the account set up for your benefit under the plan.

**Affected Account** - You may elect to have all or part of your Account allocated according to a RetireView Populated Model. That part of the Account is your “Affected Account.”

**Aging** (automatic age adjustment) - As you draw nearer to retirement, the Populated Models themselves will not “age” (that is, will not become more conservatively invested), but your Affected Account will be reallocated according to a series of Populated Models that are designed to be increasingly conservative. This happens in stages based on the time before your expected retirement age. Unless you direct otherwise, this means that, from time to time, your Affected Account will be rebalanced accordingly. Aging ceases with the final Populated Model in a risk tolerance: that Populated Model will govern the allocation of a Participant’s Affected Account into retirement unless the participant changes allocation directions.

**Default Option** - These are established by a Fiduciary for times when The Principal does not have enough information to be able to allocate any amounts in your Account in accordance with a Populated Model or to any Investment Options available under the Plan. No default amount will be allocated in accordance with a Populated Model if that would result in portions of your Account being allocated in accordance with two or more RetireView Populated Models. Likewise, if record at The Principal show an active investment direction, no defaulted amounts in your Account will be allocated in accordance with a Populated Model if you have not chosen Rebalancing.

**Fiduciary** - An appropriate fiduciary of the Plan (which cannot be The Principal) acting under the Plan.

**Ibbotson Associates** - Ibbotson Associates is a wholly owned subsidiary of Morningstar, Inc. Neither Ibbotson nor Morningstar® is affiliated with any member company of the Principal Financial Group.

**Investment Option** - Investment Option is an investment, such as a mutual fund, that a Fiduciary has decided to make available to Plan participants.

**Plan** - An employee retirement benefit plan established and maintained by an employer for the employer's employees.

**The Principal Financial Group and The Principal** - Principal Life Insurance Company.

**Periodic Rebalancing Date** - Rebalancing will automatically occur periodically based on either the date you elected to use RetireView rebalancing or on the date you previously elected to use rebalancing under another rebalancing arrangement offered by The Principal.

**Rebalancing** - Rebalancing will occur with regard to the entire Account (not only will the allocations within the Populated Models be rebalanced, any allocations to investment options outside the Populated Models will also be affected), with the effect of first rebalancing the value to match the percentage directed to be an Affected Account, and, after that, the Affected Account will be rebalanced. Rebalancing will be done based on the date you elected Rebalancing, either as part of RetireView or through another rebalancing feature offered by The Principal before you signed up for RetireView. This date will change only in very limited circumstances such as your direction to change the rebalancing period.

There is a chance that a Rebalancing may incur a charge from an investment option. Rebalancing will not occur if a transfer that is part of the rebalancing is limited as to amount or timing by an Investment Option. Rebalancing is required for the RetireView service.

## IMPORTANT REMINDERS

You will want to take the Quiz at least annually, or as significant events occur, to help make sure the strategy you elected continues to match your risk level. The Quiz can be accessed by logging in to our secure website at [principal.com](http://principal.com), clicking the Investments tab, then clicking "Investor Profile Quiz" in the left navigation. Please keep in mind that this information is just a guideline and educational in nature — it isn't intended to tell you how to invest.

To read a list of frequently asked questions and answers about RetireView, visit [principal.com/retireviewfaq](http://principal.com/retireviewfaq).

Other investment choices not chosen for a Populated Model, but having similar risk and return characteristics, may be available under the Plan. You may obtain additional information regarding investment choices on our secure website at [principal.com](http://principal.com). You may choose different types, mixes, or amounts of investment categories than those used in RetireView Populated Models. If you make these choices, you may still elect to rebalance into your elected allocation. However, other automatic features of the RetireView service will not be available, including Aging. Also, if Ibbotson Associates makes changes to the Asset Allocation Models or a Fiduciary changes the Investment Options in a Populated Model, the changes will not automatically be reflected in your Affected Account's allocation.

The risk tolerance models (models) are intended to be used as an additional information source for retirement Plan participants making investment allocation decisions. Pursuant to Department of Labor Interpretive Bulletin 96-1, such models (taken alone or in conjunction with this document) do not constitute investment advice for purposes of the Employee Retirement Income Security Act (ERISA); and there is no agreement or understanding between Ibbotson Associates, and us or any plan or plan fiduciary, or any participant who uses this Service, under which the latter receives information, recommendations or advice concerning investments that are to be used as a primary basis for any investment decisions relating to the Plan. Accordingly, neither we nor Ibbotson Associates is a fiduciary with respect to the Plan for purposes of this Service, including the features of Rebalancing and Aging.

Following any allocation model does not assure a profit or guarantee that you will not incur a loss. Performance of individual models may fluctuate and will be influenced by many factors. In applying particular Asset Allocation Models to your individual situation, you should consider your other assets, income, and investments (e.g., home equity, IRA investments, savings accounts, and interests in other qualified and nonqualified plans) in addition to your interest in the Plan.

Ibbotson Associates creates Asset Allocation Models using risk/age tolerance models. They begin by analyzing investment categories and constructing long-term expected returns, standard deviations, and correlation coefficients. These form the inputs for the mean-variance optimization, a statistical technique. Optimization looks at the expected risk and return of each asset class along with the correlation among investment categories, and determines which combination of investment categories may provide the highest expected return for any risk level. The goal of optimization is to identify asset allocations that maximize returns for a given level of risk or minimize risk for a given level of return. Ibbotson Associates conducts re-sampled optimization and sensitivity analysis to ensure the stability of the asset allocation recommendations under a variety of market scenarios. Because forecasting is a critical and pivotal step in the asset allocation process, Ibbotson Associates develops proprietary capital market forecasts for each investment category using a combination of historical data, current market information, and additional analysis. Each forecast becomes an input in Asset Allocation Model creation.